



# OKLAHOMA'S TALENT PIPELINE

MAY 2019

Oklahoma Works: Building Oklahoma's Future Workforce  
[www.oklahomaworks.gov](http://www.oklahomaworks.gov)



**OKLAHOMA  
WORKS**

# WHERE WE'RE AT

Unemployment Rate:	3.9%
Workforce Participation Rate:	61%
Per Capita Income as % of National Average:	86%
Median Household Income:	\$50,051

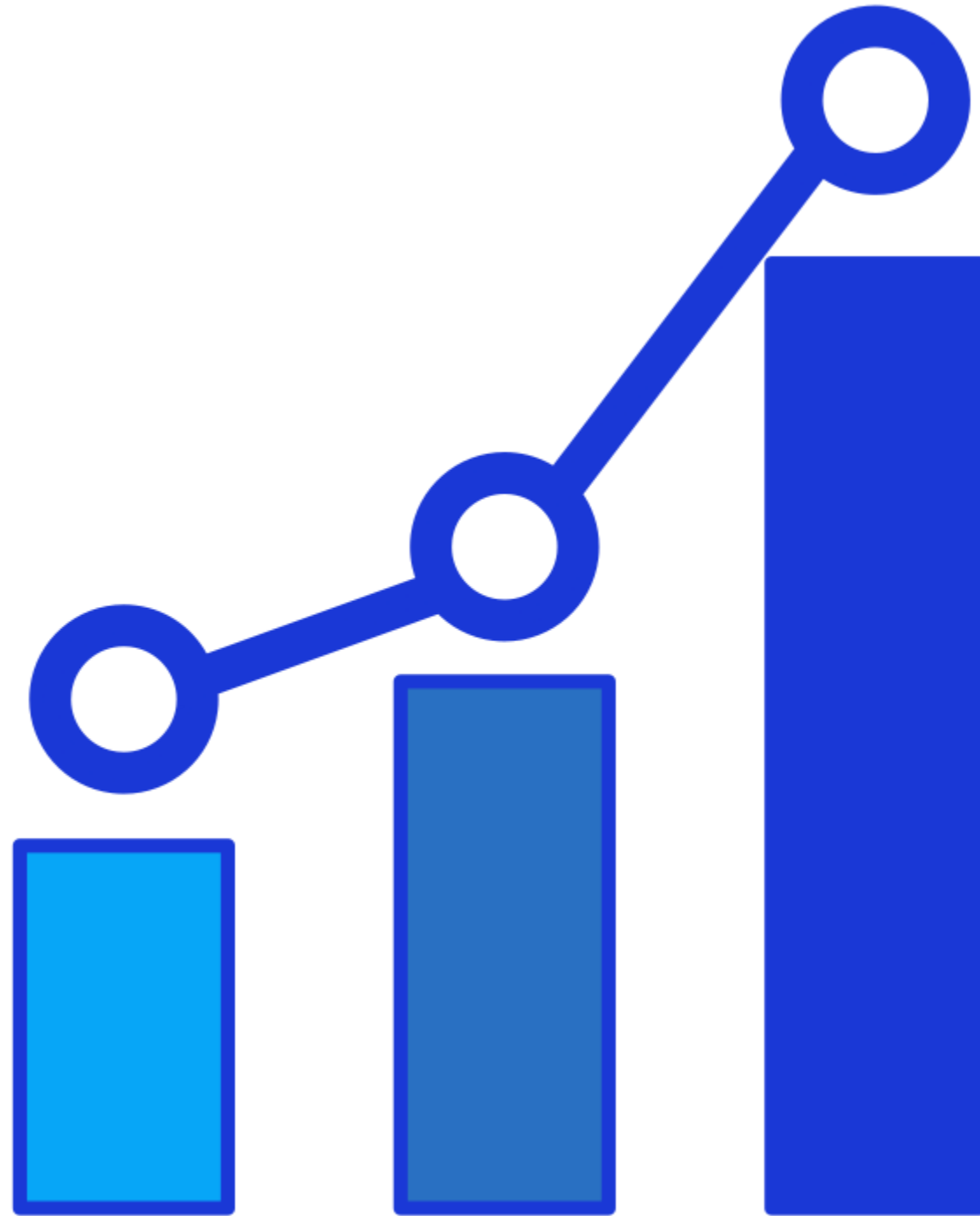


# DEMAND

**BY 2028:**

**Projected employment growth: +135,500**

**Projected talent gap: 19,400**



Based on current population and replacement of retiring workers, Oklahoma is on track to experience an employment gap.



# DEMAND

## HIGH-GROWTH, HIGH-DEMAND OCCUPATIONS

### TIER 1:

- Projected annual openings >82/yr
- Historical annual growth rates >0.4%
- Median earnings at least 200% FPL for family of 3 (\$18.97/hr +)

### MANAGEMENT

- General & Operation Mgr
- Marketing Mgr
- Financial Mgr
- Transportation, Storage & Distribution Mgr
- Social & Community Service Mgr

### BUSINESS & FINANCIAL OPERATIONS

- Logistician
- Management Analyst
- Meeting, Convention & Event Planner
- Market Research Analyst & Specialist
- Accountant & Auditor

### INSTALLATION, MAINTENANCE & REPAIR

- First-Line Spv of Mechanic & Installer
- Control & Valve Installer & Repairer
- Heating, A/C & Refrig. Mechanic & Installer
- Industrial Machinery Mechanic
- Maintenance Worker, Machinery

### HEALTHCARE PRACTITIONERS

- Pharmacist
- Family & General Practitioner
- Speech-Language Pathologist
- Veterinarian
- Registered Nurse

# DEMAND

## HIGH-GROWTH, HIGH-DEMAND OCCUPATIONS

### TIER 2:

- Projected annual openings >82/yr
- Historical annual growth rates >0.4%
- Median earnings at least 200% FPL for 1 person (\$12.01-\$18.97/hr)

#### ARTS, DESIGN, ENTERTAINMENT, SPORTS & MEDIA

- Coaches & Scouts
- Music Directors & Composers
- Musicians & Singers
- Editors
- Writers & Auditors

#### OFFICE & ADMINISTRATIVE SUPPORT

- Court, Municipal & License Clerks
- Customer Service Representatives
- Loan Interviewers & Clerks
- Weighers, Measurers, Checkers & Samplers
- Medical Secretaries

#### HEALTHCARE SUPPORT

- Massage Therapists
- Dental Assistants
- Medical Assistants
- Medical Equipment Preparers
- Phlebotomists

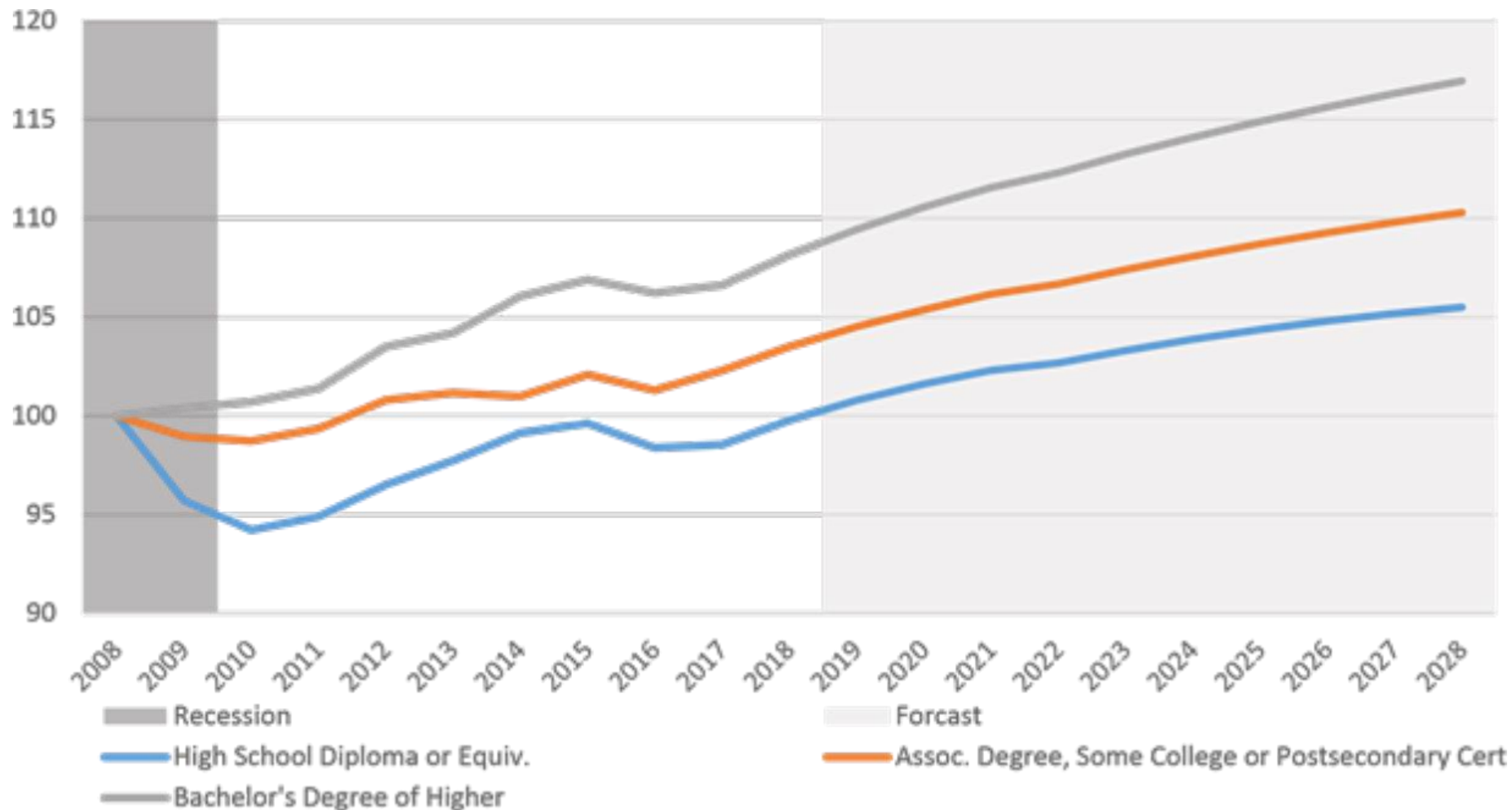
#### CONSTRUCTION & EXTRACTION

- Cement Masons & Concrete Finishers
- Construction Laborers
- Construction Equipment Operators
- Structural Iron & Steel Workers
- Highway Maintenance Workers

# DEMAND

## EDUCATION ATTAINMENT

**HS Diploma jobs grow at slower rates and don't recover from economic disruption as quickly.**



Jobs with entry level requirements of a high school diploma did not fully recover to 2008 levels until 2018.





# SUPPLY

**BY 2028:**

**New entrants to workforce: 404,100**

**Eligible to retire: 288,000**

**Projected job growth: 135,500**

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If unemployment rates stay very low,  
we will need to attract out-of-state  
talent to fill the projected talent gap  
of 19,400 workers.

# SUPPLY

## AGING TALENT

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1 in 5 workers are 55 years or older and eligible to retire in the next 10 years. In some demand occupations, the proportion is as high as 45%. This will be a sizeable loss of experienced skilled workers.





# SUPPLY

Having highly defined soft skills can increase job security as processes become increasingly automated.

## SKILLS NEEDED BY EMPLOYERS

### SOFT SKILLS

- Research
- Presentations
- Written Communication
- Computer Literacy
- Problem Solving
- Leadership
- Innovation
- Operations
- Communications
- Customer Service
- Sales
- Management

### HARD SKILLS

- Pediatrics
- Accounting
- Surgeries
- Insurance Sales
- Intensive Care Unit
- Basic Life Support
- Restaurant Operation
- Selling Techniques
- Merchandising
- Nursing

# SUPPLY

## LARGEST EDUCATION GAPS

### WORKFORCE GAPS:

Less completions  
for higher  
education and  
vocational  
training  
compared to the  
number of  
annual job  
openings.

#### TIER 1

- Heavy Tractor-Trailer  
Truck Drivers
- Plumbers, Pipefitters,  
Steamfitters
- Accountants & Auditors
- Electricians
- Industrial Machinery  
Mechanics

#### TIER 2

- Customer Service  
Representatives
- Construction Laborers
- Maintenance & Repair Workers
- Medical Secretaries
- Industrial Truck and Tractor  
Operators

# PRELIMINARY RECOMMENDATIONS

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- Develop state Sector Partnership Network
- Expand work-based learning opportunities
- Implement skills-based hiring practices
- Expand information and data sharing
- Create work-based learning tax credit
- Increase collaboration with economic development
- Increase high school graduation/equivalency
- Invest in equity strategies to increase education attainment





# DESIRED OUTCOMES

- Increased number of businesses using skills-based hiring practices
- Increased number of sector partnerships
- Increased participation by business/industry in work-based learning
- Increased funding for ABE, vocation rehabilitation, and corrections programs
- Economic incentives for employers, industries and workforce participants (e.g. tax credits)
- Increased percentage of Oklahomans with a HS diploma from 87% to 93%
- Increase the number of work-based learning opportunities to 20,000
- Credential attainment is more equitable

